

Swan Valley Elementary School  
Differential Pay Plan  
2013-14

**Participants:** All certified and non-certified staff at Swan Valley Elementary

**Assessment:** Math Connects or other common summative assessment

% of students showing growth	Share
75%	1.0
70%	.75
65%	.50
60%	.25

**All non-certified instructional staff:** Full time instructional assistants will be assigned to the school wide PLC as well as grade level PLCs. Each staff member will be responsible to attend weekly one hour PLC meetings looking at student data with teachers in determining which students they will assist and the interventions needed to help identified students reach grade level. Specific work done with by the paraprofessionals under the direction of the teachers will be developed in collaboration meetings.

**Other Staff (custodian, cook, bus drivers, secretary):** Each staff member will collaborate with classroom teachers and administration to discuss ways they could use math with students in their area of work.

All full-time certified staff will be eligible for 1 full share. All full-time non-certified staff will be eligible for .25 shares. Staff members that work less than full-time, will be eligible for .20 shares.

**To calculate shares:** A full share will be given based on school wide success of meeting the following goal: At least 75% of students at Swan Valley Elementary will show growth in mathematic skills according to a common summative math assessment given in April 2014 when compared to the same test administered in September 2013.

Any portion of the shares not earned will be used to support professional development of the Idaho Core Standards.

I certify that this plan has been collaboratively developed with teachers, principal, and other staff serving this school.

\_\_\_\_\_  
School Principal's Signature

\_\_\_\_\_  
Date

**Note:** Results will be calculated by the principal and staff in April 2014 to determine eligibility.